

# Core Values & Competencies

**W**ithin the traditional martial arts are five 'conditions' called the *Gojo*. These five qualities are interdependent and are moderated by each other to avoid excessiveness or laxness creeping into their application in life. They are *Rei - Etiquette, Nin - Benevolence, Gi - Justice, Chi - Knowledge and Shin - Trust*. These virtues represent goals for all students of *Budo* as they seek to master themselves through the rigours of martial training. Their daily contemplation and application are intended as a means for all of us to connect our heartbeat to the eternal rhythm of the universe. The following core values and competencies are an extension of the *Gojo* we can share while we work and play side by side.

**C**ore values and competencies are a key driver for all individuals and organisations. The very nature of life is fluidity, change and dynamic complexity - the adventure of new territory in every moment. Core values and competencies act as a compass to help us navigate those changing situations and circumstances.

Often these values and competencies remain implicit and unspoken. To purposefully follow a vision requires that we make these concepts explicit and we singly and jointly commit ourselves to maintaining and sharing the values we believe in.

These values and competencies are not some convenient tool we use during the part of our lives when we are at work. Rather they can act as a code we abide by at all times, a standard we aspire to in all aspects of our life and as the roots from which we grow true and straight.



## Core Values

# Integrity

**Definition:** To be our ideal selves at all times, demonstrating congruence in thought, feeling and action. To be in harmony with 'the way' expressed by the vision, mission and culture of the organisation and the flow of the universe.

### Behaviours:

- ✓ Is motivated by ethical notions of service and support
- ✓ Is consistent in thought and deed
- ✓ Is centred, calm and has a deep awareness of 'what is'
- ✓ Communicates openly and honestly with discretion
- ✓ Remains impartial and polite in all interactions
- ✓ Maintains confidentiality with discretion
- ✓ Challenges unethical or unprofessional behaviour
- ✓ Demonstrates an openness to learning, change and growth
- ✓ Contributes in all ways possible



## Core Values

# Respect

**Definition:** To be open to accepting and balancing the different 'ways' and needs of others. To care for ourselves and others in a manner that promotes trust, openness and personal growth.

### Behaviours:

- ✓ Treats people in a fair, equitable and non-discriminatory manner
- ✓ Listens to and respects the views of other people and cultures
- ✓ Shows consideration of diversity
- ✓ Is gentle with themselves and balances their needs with those of others
- ✓ Positively acknowledges the contributions of others



## Core Values

# Professionalism

**Definition:** To manage ourselves with dignity and an awareness of the impact of our behaviour on others at all times. To demonstrate effectiveness and efficiency in all our interactions.

### Behaviours:

- ✓ Follows all organisational policies and procedures
- ✓ Remains objective in all interactions
- ✓ Contributes to regular review and improvement of standards
- ✓ Is resilient and responsible
- ✓ Supports the rights of others
- ✓ Continually enhances their knowledge and understanding
- ✓ Demonstrates an understanding of the difference between happiness and satisfaction
- ✓ Demonstrates decisiveness, initiative and innovation
- ✓ Provides an inspirational model to peers



## Core Values

# Compassion

**Definition:** To empathise with the feelings and thoughts of others and to use the insights available from this empathy in a constructive manner to assist yourself and others to grow and mature.

### Behaviours:

- ✓ Is gentle towards themselves and others
- ✓ Can make a heart to heart connection
- ✓ Demonstrates emotional intelligence
- ✓ Is caring yet strong
- ✓ Models perseverance to peers



## Core Values

# Generosity

**Definition:** To be willing to give of ourselves with an open heart and mind promoting abundance and shared 'wealth'. A noble way of living that recognises mutuality and cooperation.

### Behaviours:

- ✓ Recognises the needs of others
- ✓ Can put others above ourselves
- ✓ Is unattached to worldliness
- ✓ Is willing to contribute to assist or support others
- ✓ Does not weigh the cost of generosity
- ✓ Shares time, money or resources in a balanced way



## Core Competencies

# Responsibility

**Definition:** Effective people accept personal responsibility for all aspects of their lives understanding that in doing so they empower themselves. They plan, prioritise and manage their time to the best of their ability and respond well to responsibility.

### Behaviours:

- ✓ Has a strong sense of self-belief
- ✓ Is happy to take responsibility wherever they have the necessary skills or can develop them
- ✓ Is able to learn from their mistakes and their successes
- ✓ Enjoys the idea of a challenge and the associated learning
- ✓ Is able to seek assistance
- ✓ Is able to set goals and objectives
- ✓ Manages their time and resources in a balanced way
- ✓ Support others in accepting responsibility
- ✓ Actively seeks out development opportunities
- ✓ Demonstrates personal drive and commitment



## Core Competencies

# Continuous Improvement

**Definition:** *Kaizen* is a Japanese management term meaning 'improvement each day in small steps'. This encompasses our organisational philosophy for continuous improvement. The other aspect to *Kaizen* is the lack of separation between work and play - the successful person is always blending both. *Kaizen* speaks about the oneness of life.

### Behaviours:

- ✓ Is innovative and learning focussed
- ✓ Is open to change
- ✓ Constructively challenges established ways when improvement is possible
- ✓ Is opportunity focussed - sees the 'gaps' without ignoring the challenges
- ✓ Implements changes in a way that encourages consultation and acceptance
- ✓ Actively implements and shares best practice
- ✓ Uses initiative in all environments



## Core Competencies

# Exercises Judgement

**Definition:** Effective people seek out and make full use of all available information and experience to manage any situation. In combination with intuition, they analyse options and risks and use sound principles to reach decisions and make recommendations in a timely manner.

### Behaviours:

- ✓ Objectively evaluates situations
- ✓ Is able to read people
- ✓ Trusts their intuition in combination with experience and information
- ✓ Consults with others when necessary
- ✓ Separates causes from effects and acts appropriately
- ✓ Makes and communicates difficult decisions
- ✓ Responds quickly and decisively in emergency situations
- ✓ Identifies and minimises risks to service delivery
- ✓ Recognises own knowledge or experience gaps and asks for assistance when necessary



## Core Competencies

# Leadership & Cooperation

**Definition:** Effective people are able to provide influential leadership and build cooperative partnerships as the situation requires. They seamlessly integrate these complementary activities into their every day life.

### Behaviours:

- ✓ Assesses the need for leadership and/or partnership and acts appropriately
- ✓ Leads, cooperates and follows with flair and courage
- ✓ Communicates clearly
- ✓ Commands, delegates and accepts direction with equanimity
- ✓ Allocates and/or uses resources effectively and efficiently
- ✓ Inspires and supports as required
- ✓ Defines and actively models high standards

